

RFR DFW-2016-034: Biodiversity Initiative Request for Response for Brush Mowing/Mulching, Pulling and Removal of Small Trees, Shrubs, and Associated Root Material, Harrowing, and Planting of Warm Season Grass Seed at the Southwick Wildlife Management Area



Summary

The Massachusetts Division of Fisheries & Wildlife (DFW) is soliciting bids to conduct important habitat restoration work on three separate units totaling approximately 63 acres at the Southwick Wildlife Management Area (WMA) in Southwick, Massachusetts. Treatments to be conducted include removal of small trees, shrubs, and roots on 13 acres of abandoned agricultural lands followed by harrowing and planting of warm season grass (WGS) seed (Treatment 1) and mowing/mulching of all trees and shrubs 4" diameter and less in the understory of a recent 50 acre timber harvest (Treatment 2). See attached map for treatment locations.

The principal habitat objectives of this project are to 1) reclaim the 13 acres of abandoned agricultural lands into a mosaic of native shrubs and WSG, 2) prepare the 50 acre timbersale area for prescribed fire treatments and 3) create a gradual transition between the existing grassland and the adjacent forested areas.

Vendors may bid on one or both treatments. Contracts will be awarded to the lowest responsible and eligible bidder for each treatment described on the mandatory bid sheet. The term "lowest responsible and eligible bidder" shall mean (1) the Bidder whose Bid is the lowest of those Bidders demonstrably possessing the skill, ability, and integrity necessary for the faithful performance of the work, and who meets the requirements set forth in M.G.L. c.149 sec.44 (2)(B) and not debarred from bidding under M.G.L. c.149 §44C; (2) and who shall certify that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; and (3) who shall certify that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work, and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

DFW reserves the right to waive any informalities in, or to reject any or all Bids, if it be in the public interest to do so.

Timeline, Permitting, Funding, & Bonding

Timeline

All work shall be completed by or before June 1, 2016 for Treatment 1 (units 1 and 2), and by or before June 30, 2016 for Treatment 2 (unit 3). The timbersale in unit 3 is scheduled to occur in February and March of 2016. Mowing/mulching in this unit is contingent on the timber sale operator completing tree clearing work. The winning bidder for mowing activities must coordinate the timing and operation of mowing/mulching machinery in Unit 3 with DFW staff and the timbersale operator. No work shall occur when prolonged periods of heavy rain and/or

melting snow causes the machinery to produce ruts that DFW deems significant enough to adversely affect soil conditions on site.

Permitting

Approved environmental permits for this work have been secured by DFW.

Funding

Funding has been identified for this project. DFW reserves the right to reduce the acreage of any treatment if funding is insufficient to complete the entire project.

Bonding

Contractor shall submit bonds from a surety company qualified to do business under the laws of the Commonwealth. Each bidder shall provide a **bid deposit** in the amount of **5%** of the **total bid price**, to be submitted with the bid (see Mandatory Bid Sheet).

In addition, the winning bidder(s) shall submit: 1) a payment bond in the amount of 50% of the total contract price within ten days of contract award; and 2) a performance bond in the amount of 10% of the total contract price prior to the start of work.

Treatment Types

DFW has estimated treatment size (acres) by treatment type. **DFW will evaluate bids relative to available funding and will award contract(s) accordingly. All acreages were calculated in GIS and are approximate. Selected contractors are responsible for treating the entirety of the treatment areas as depicted in the accompanying figures and as marked on the ground regardless of the precise acreages. Bidders are responsible for verifying acreages prior to submitting bids.**

Treatment Specifications and Timing

Contracted work **MUST** be completed within fiscal year 2016 (all work completed by or before 6/1/2016 in units 1 and 2, and by 6/30/2016 in unit 3). If current FY2016 funding is insufficient to complete the entire project by 6/30/2016, DFW reserves the right to complete the remaining work in FY2017 pending the availability of additional funds. Prior to any work beginning, Contractors shall submit a performance bond in the amount of 10% of the contracted price.

Treatment 1a: Pulling of trees, shrubs, and associated root material within two areas of abandoned field (5-12 year re-growth), Units 1 and 2 (13 acres)

Contractor shall pull all tree and shrub stems and associated root systems within the two treatment units (see attached map) that are not marked or otherwise identified for retention using an excavator or other machinery approved by DFW. All pulled woody material shall be removed from the site. The operator will then grade and fill the hole left from pulling the root ball with the bucket of the excavator to match the level of the adjacent soil. The treatment area consists of flat, sandy soils with pioneering tree species such as white pine, oak, birch, and aspen as well as various native shrubs and grasses. Tree species vary in diameter from 1-12". Most pitch pine, some native shrubs, and some of the oaks will be flagged red or otherwise identified for retention.

Treatment 1a shall be completed by or before June 1, 2016

Treatment 1b: Harrowing and planting of WSG seed in Units 1 & 2, 13 acres.

Contractor shall provide an agricultural harrow and tractor, and a competent operator subject to approval by DFW for one work day (eight work hours) to make two or more passes with the harrow over portions of Units 1 & 2 as directed by DFW. Care should be taken to avoid any damage to trees and shrubs marked or otherwise identified for retention. This work is expected to begin on or about May 1, 2016. After harrowing the Contractor shall provide WSG seeding equipment and a competent operator subject to approval of DFW for one work day (eight work hours) to plant WSG seed as directed by DFW. DFW will provide the coated, inoculated little bluestem WSG seed (coated with a polymer coating which helps it hold water and doubles the weight of the seed).

The Vendor shall plant the coated little bluestem seed mix provided by DFW using a conventional seeding type machine such as a brillion, or by using a broadcast and drag seeding system to ensure seed to soil contact and a planting depth of $\frac{1}{4}$ ". A seeding rate of 5-16 pounds per acre is required for the coated seed, which should yield between 12-15 seeds per square foot.

The Vendor shall obtain DFW approval for the method of seeding applied. The vendor shall describe the type of seeding equipment selected, why this equipment was selected, and how it will be used in relation to the successful WSG seed planting.

A DFW staff person must be on site during the seeding operation to ensure that the seeding specifications are met. The vendor shall coordinate the timing of seeding with DFW.

This work is scheduled for completion in FY2016 , pending availability of adequate funds. If adequate funds are not available to complete all of the work described above, DFW will rank the areas of highest priority and begin work in those areas.

Treatment 2: Brush Mowing & Mulching of all standing woody stems 4" in diameter and less, and all downed woody material 6" in diameter and less after completion of a timber sale, Unit 3 (50 acres).

Contractor shall mow/mulch in place all standing tree and shrub stems 4" and less in diameter within the treatment unit (see attached map) that are not marked or otherwise identified for retention. Contractor shall mow standing stems to within 2" of the ground, or, if mowed/mulched stems originate from existing tree stumps, to within 2" or less of the height of the existing stump. The vendor will also be responsible for mowing/mulching any woody material on the ground 6" in diameter or less. This mowing/mulching will prep the unit for introduction of prescribed fire treatments. Mowed stump heights are critical for the safety of personnel and machinery.

Vendors should note that approximately 5-35% of the overstory will be retained during the timbersale operation. Retained trees will consist of some oak and pitch pine scattered throughout the unit that will need to be avoided when mowing. The timbersale is currently scheduled for January-March of 2016. The topography of this unit is flat to slightly sloped.

General Specifications for all Treatments

1. Operational requirements

- a. All work shall only occur within applicable time restrictions. The specific timing of the operation shall be arranged between the Contractor and DFW.
- b. The Contractor shall, to the satisfaction of DFW staff, remove or otherwise dispose of all garbage, trash, litter, discarded equipment or parts, temporary bridges, waste materials or other refuse resulting from the operation. Waste materials such as oil, grease, used oil absorbent pads, and similar materials shall be disposed of in accordance with law, and at a minimum, in a manner that will prevent their entry by spills, drainage, high water or other means into any river, watercourse, lake, reservoir or other body of water.
- c. **STORAGE AND HANDLING OF HAZARDOUS MATERIALS:** All petroleum products, industrial chemicals and similar materials shall be stored in accordance with manufacturer's specifications and applicable law, and at a minimum in durable, sealed containers placed so that any accidental spillage shall not drain into any river, watercourse, lake, or reservoir, No hazardous materials, including but not limited to oils, fuels, and hydraulic fluids may be deposited on Commonwealth lands. All mechanized equipment shall carry oil-absorbent pads at all times, quality subject to the approval of DFW staff, to be used respectively in the event of a fluid spill. In the event that hazardous materials are deposited on Commonwealth lands through accidental spill or otherwise, the Contractor agrees to immediately contain the spill using oil-absorbent pads and to notify DFW staff as soon as possible regarding the type, amount, and location of deposited materials. The Contractor shall be liable for all costs incurred resulting from the cleanup of all spills and leaks, and shall correct the situation to the satisfaction of DFW staff, including but not limited to the removal and appropriate disposal of contaminated soil based on DFW staff determination.
- d. **SAFETY AND HEALTH:** The Contractor shall conduct all operations in connection with this contract in compliance with applicable provisions of Federal, State and Local labor safety, health and sanitation laws, codes, and regulations.
- e. **ENVIRONMENTAL CONTROL:** The Contractor shall comply with all applicable state and federal laws pertaining to water quality in connection with any operations under this contract. The Contractor shall undertake every reasonable precaution not to pollute or obstruct the flow of any stream, lake, or reservoir on or adjacent to the sale area. In the event of such pollution or obstruction, the Contractor shall correct the condition to the satisfaction of DFW staff. The Contractor shall undertake every reasonable measure to minimize erosion and soil damage, including but not limited to the grading of ruts and the construction and maintenance of water bars, and shall install all mitigation measures according to the most recent version of the Massachusetts Forestry Best Management Practices Manual. All mechanized equipment shall carry a working fire extinguisher at all times to be used in the event of a fire.

- f. SPECIAL SITUATIONS: Should a situation exist that would in the opinion of the DFW staff result in unacceptable environmental damage and the Contractor is either unwilling or unable to prevent or immediately repair or remove such damage, or to do so in a timely fashion to the satisfaction of DFW staff after being verbally notified of said situation by DFW staff, the Division may undertake corrective measures and deduct the cost of said measures from the performance bond covering this operation (see General Specification 2 (Contract Requirements) g., below), and may pursue its remedies against the Contractor for any loss, claim, damage or charge that arises due to such damage.
- g. HISTORICAL/CULTURAL RESOURCES: DFW seeks to conserve historical and cultural resources during habitat management operations, including but not limited to stone walls, cellar holes, foundations, and wells associated with abandoned farm sites, as well as historical and cultural resources that may occur within the soil. Contractor shall avoid or otherwise mitigate these resources during the harvesting operation to the satisfaction of DFW staff. Only existing barways (openings) in stone walls may be used to transport wood products by forwarder or skidder, unless DFW staff specifically identifies a new opening to be created. If DFW staff identifies a site as having archaeological sensitivity, Contractor shall avoid rutting, scarifying, and other soil disruption to the site by operating only under dry, frozen, or otherwise stable conditions.
- h. Any ruts made by the vendor must be promptly graded to the satisfaction of DFW. A DFW staff person will be on site frequently during the operation and will communicate as necessary with the winning bidder concerning the treatment site. At the conclusion of the operation, if DFW deems it necessary, the winning bidder shall provide a bulldozer with an angle blade and/or a tracked excavator, or other machinery approved by DFW in good working order and a competent operator, subject to approval of DFW staff, in order to grade any area(s) and roads used, and if necessary install water bars on all skid roads to the satisfaction of DFW staff.

2. Contract Requirements

- a. Work included in this RFR is subject to Massachusetts prevailing wage rates. Prevailing wage rate schedules are included in this RFR and should be taken into account when submitting the bid.
- b. The Contractor shall provide as surety a payment bond **in the amount of 50% of the contract price within 10 days of contract award**. The payment bond must be furnished to DFW in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash.
- c. The Contractor must notify the DFW representative prior to commencement of operations, even if a Notice to Proceed has been issued. Any work that is completed prior to notification is considered unauthorized and will not be paid for. A separate contract and Notice to Proceed will be issued for each fiscal year in which work will occur.

- d. All equipment operators are required to meet with a DFW representative to walk the entire project site prior to beginning work.
- e. Any accidents or injuries to workers, environmental accidents, or damage to public or private property associated with this project must be reported to DFW within 48 hours of the incident.
- f. Remobilization costs will be paid if poor weather and/or ground conditions require shut down of the operation for ≥ 3 business days and the machinery has been taken off-site. The Contractor must obtain DFW approval that operation shut down is required. If weather and/or ground conditions improve within 3 business days to allow completion of the project, DFW will not pay remobilization costs.
- g. The winning bidder(s) will be required to **thoroughly clean the exterior, undercarriage, and tires/tracks of his/her equipment with a high pressure washer at a maintenance facility prior to bringing the equipment on site.** Cleaning will substantially reduce the chance of spreading invasive exotic plants from a previous work site. Machinery that has not been cleaned in this manner will not be allowed on site. All mechanized equipment shall carry a working fire extinguisher at all times to be used in the event of a fire.
- h. The Contractor shall provide a valid certificate of insurance prior to beginning work. The Contractor indemnifies the Commonwealth from and against any liability for claims arising from the Contractors activities under the contract. The Contractor shall provide a certificate indicating a) comprehensive commercial general liability insurance, with coverage for bodily injury, wrongful death, and property damage in the amount of at least \$1,000,000 naming the Commonwealth as an additional insured regarding the work to be performed under this contract, and b) Workman's Compensation Insurance as required under Massachusetts law for all persons employed by the Contractor. Contractor shall provide Certificates of Insurance for all sub-Contractors evidencing the same coverage required of the Contractor or equivalent proof of self-insurance.
- i. The Contractor shall provide as surety a performance bond **in the amount of 10% of the contract price prior to beginning work** at each site. The performance bond must be furnished to DFW in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash.) [M.G.L. c. 149, §44A(2)(C) and M.G.L. c. 30, §39M(a)]. The performance bond shall be forfeited as liquidated damages if all contract provisions covered are not faithfully and fully performed by the Contractor. Should the amount of damages, as determined by DFW, exceed the amount of said bond, the Contractor agrees to pay the excess balance within 90 days. Otherwise, said bond will be returned to the Contractor after all terms of this contract are fulfilled to the satisfaction of DFW.
- j. Contractors shall submit all certified payroll sheets for all employees employed at the work site with their request for payment for work completed.
- k. All persons employed by the Contractor shall have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration (OSHA) that is at least 10 hours in duration. Documentation of successful completion of said course shall be submitted with the

first certified payroll sheets for each employee.

- I. If, during the progress of the work, the contractor or the awarding authority discovers that the actual subsurface or latent physical conditions encountered at the site differ substantially or materially from those shown on the plans or indicated in the contract documents either the contractor or the contracting authority may request an equitable adjustment in the contract price of the contract applying to work affected by the differing site conditions. A request for such an adjustment shall be in writing and shall be delivered by the party making such claim to the other party as soon as possible after such conditions are discovered. Upon receipt of such a claim from a contractor, or upon its own initiative, the contracting authority shall make an investigation of such physical conditions, and, if they differ substantially or materially from those shown on the plans or indicated in the contract documents or from those ordinarily encountered and generally recognized as inherent in work of the character provided for in the plans and contract documents and are of such a nature as to cause an increase or decrease in the cost of performance of the work or a change in the construction methods required for the performance of the work which results in an increase or decrease in the cost of the work, the contracting authority shall make an equitable adjustment in the contract price and the contract shall be modified in writing accordingly.

(1) The awarding authority may order the general contractor in writing to suspend, delay, or interrupt all or any part of the work for such period of time as it may determine to be appropriate for the convenience of the awarding authority; provided however, that if there is a suspension, delay or interruption for fifteen days or more or due to a failure of the awarding authority to act within the time specified in this contract, the awarding authority shall make an adjustment in the contract price for any increase in the cost of performance of this contract but shall not include any profit to the general contractor on such increase; and provided further, that the awarding authority shall not make any adjustment in the contract price under this provision for any suspension, delay, interruption or failure to act to the extent that such is due to any cause for which this contract provides for an equitable adjustment of the contract price under any other contract provisions.

(2) The general contractor must submit the amount of a claim under provision (a) to the awarding authority in writing as soon as practicable after the end of the suspension, delay, interruption or failure to act and, in any event, not later than the date of final payment under this contract and, except for costs due to a suspension order, the awarding authority shall not approve any costs in the claim incurred more than twenty days before the general contractor notified the awarding authority in writing of the act or failure to act involved in the claim.

- m. Any additional project costs or contract changes must be approved by the Division's Chief Financial Officer in writing.

Bidders' Conference:

It is mandatory that vendors attend a Bidder's Conference prior to submitting a bid. A Bidder's Conference is scheduled at the site at **9:30 am, Wednesday, March 2, 2016.**

Vendors who cannot attend the scheduled Bidder's Conference may schedule an alternative conference date/time prior to the bid due date, but **MUST schedule the alternative conference PRIOR TO the scheduled Bidder's Conference** so that all prospective bidders can be announced by DFW at the scheduled conference. Bids will not be accepted from vendors who are not announced by DFW at the scheduled Bidder's Conference.

Please contact John Scanlon, 617-851-3577, prior to the scheduled Bidder's Conference if an alternate conference is required.

Southwick WMA, Southwick:

Directions: Take 90 West until exit 3 toward 202 South/10 South. At traffic circle continue straight onto 10 South. Turn left onto Depot St. Depot St. becomes South Longyard Rd/Mountain Rd. WMA parking lot is on right side of road.

Bid Due Date:

Sealed Bids must be received, in writing, no later than 2:00 pm on Thursday, March 10, 2016, at which time they will be publicly opened and read.

INSTRUCTIONS FOR SUBMISSION OF RESPONSES:

- 1) All vendors must attend either the bidder's conference or a scheduled site visit to be eligible to bid.
- 2) Two complete paper copies of your response must be received, in writing, no later than **2 pm on Thursday, March 10, 2016**, at which time bids will be publicly opened and read.

Submit responses to:

Division of Fisheries and Wildlife
Attn: Lori Cookman
1 Rabbit Hill Rd
Westborough, MA 01581

On the outside of the envelope containing the two complete copies of your bid(s), clearly mark: Bid Documents Enclosed, DFW-2016-034: Southwick WMA.

All responses must include **two copies** of each of the documents listed below. **BE SURE TO INCLUDE ALL ITEMS LISTED HERE OR YOUR RESPONSE MAY BE FOUND TO BE INCOMPLETE AND NON-RESPONSIVE.**

- 1) Completed Mandatory Bid Sheet
- 2) Affidavit: Proposal for RFR DFW-2016-034: Brush Mowing and Mulching on the Southwick WMA.
One copy must be notarized original.
- 3) Bid deposit in the amount of 5% of total bid price, payable to the Division of Fisheries and Wildlife, in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash. [M.G.L. c. 149, §44A(2)(C) and M.G.L. c. 30, §39M(a)]

Submit questions to: ben.mazzei@state.ma.us

The winning Contractor(s) will be required to submit the following items upon award:

- 1) MA Construction Contract Form to be provided by awarding authority
- 2) Commonwealth Terms and Conditions filled out and signed by the respondent
- 3) Commonwealth W-9 tax information form filled out and signed by the respondent (If not already on file)
- 4) Contractor Authorized Signatory Listing, completed and signed by the Contractor.
- 5) Proof of liability insurance coverage
- 6) Electronic Funds Transfer form
- 7) Within 10 days after presentation thereof by the awarding authority, furnish a **labor and materials or payment bond** from a surety company qualified to do business under the laws of the Commonwealth and satisfactory to the awarding authority and in the sum of 50% of the contract price, payable to the Division of Fisheries and Wildlife, in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash. [M.G.L. c. 149, §44A(2)(C) and M.G.L. c. 30, §39M(a)].
- 9) A **performance bond** in the amount of 10% of the contract price in the form of a surety bond issued by a surety company; a certified, treasurer's or cashier's check drawn on a responsible bank or trust company payable to the awarding authority; or cash. Performance bond shall be submitted prior to beginning work at the site.
- 10) Revenue Enforcement and Protection Certification (REAP)
- 11) Certificate of Compliance with MA Employment Security Law

DFW-2016-034: MANDATORY BID SHEET for Brush mowing, harrowing and seeding on the Southwick WMA

This bid includes addenda no(s). _____

Contractors may bid on one or both treatments. Contracts will be awarded to the lowest responsible and eligible bidder for each treatment.

Treatment 1a and 1b – Pulling and removal of small trees, shrubs, and associated root material, harrowing, and planting of WSG seed within two areas of abandoned field (5-12 year re-growth), Units 1 and 2 (13 acres)

- | | |
|--|---|
| 1. Pulling & Removal of trees, shrub, & roots: | \$ _____ |
| 2. Harrowing and Planting of Coated WSG seed: | \$ _____ |
| 3. Equipment cleaning: | \$ _____ |
| 4. Additional Costs* | \$ _____ |
|
5. Total Cost (add items 1-4, above) |
\$ |

Vendors **MUST** also provide a **detailed** list of the **equipment selected**, explain why this **equipment was selected**, and describe how it will be used to complete treatment 1a and 1b, including possible alternatives to those described in this RFR.

Treatment 1a: Equipment proposed for **pulling and removal of trees, shrubs, and associated roots.**

Treatment 1b: Equipment proposed for **harrowing and planting of seed.**

List any previous experience with tree pulling, harrowing, and warm season grass planting (use additional sheets if necessary).

Treatment 2 - Brush Mowing & Mulching of all standing woody stems $\leq 4''$ in diameter and all downed woody material $\leq 6''$ in diameter after completion of a timber sale, Unit 3 (50 acres).

1. Brush Mowing & Mulching on 50 acres:
2. Equipment cleaning:
3. Additional Costs*

\$ _____

\$ _____

\$ _____

Total Cost (add items 1-3, above)

\$

Vendors **MUST** provide a **detailed** list of the **equipment selected**, **explain why this equipment was selected**, and **describe how it will be used to complete mowing/mulching**, including possible alternatives to those described in this RFR.

List any previous experience mowing/mulching woody material up to 6" in diameter.

***ALL BIDDERS MUST** give a detailed description on a separate sheet of any additional costs, such as costs associated with equipment cleaning, or site access improvements. If no additional costs are specified, the Division will not pay for any additional costs.

*****ALL BIDDERS** must submit a document describing their company containment policies and procedures as well as relevant employee training as it would relate to the vendor's preparedness to respond to a hazardous materials spill (e.g., hydraulic fluid, diesel fuel, engine oil). Use additional sheets as needed.

By signing below, the bidder certifies that he/she is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work and that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee. The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Bidder's Information

Name (printed)		Signature	
Company		Date	
Street Address		Phone	
City, State, Zip Code		Email	

Signature conveys approval with all proposed bids and agreement with all terms set out in this request for response.

AFFIDAVIT

State of _____

Date _____ 20____

County of _____

The undersigned being duly sworn, deposes and says that he is the

Sole owner; partner; president; treasurer or
other duly authorized official of a corporation

of _____, for work in

City/Town

Location

on _____
Date bids were open

and certifies that of his own knowledge, said bidder has not, either directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive bidding in connection with such contract.

Signature and title of person making affidavit

Sworn to before me this

_____ day of _____ 20____.

Notary Public

At a duly authorized meeting of the Board of Directors of the

(Name of Corporation)

held on _____ at which all the Directors were present or
(Date)

waived notice, it was VOTED, that _____,
(Name)

_____, of this company and he hereby is
(Officer)

authorized to execute contracts and bonds in the name and behalf of said company,
and affix its corporate seal thereto; and such execution of any contract or obligation
on this company's name on its behalf by such _____
(Officer)

under seal of the company, shall be valid and binding upon this company.

A true copy,

ATTEST: _____

Place of business:

Date of the Contract: _____

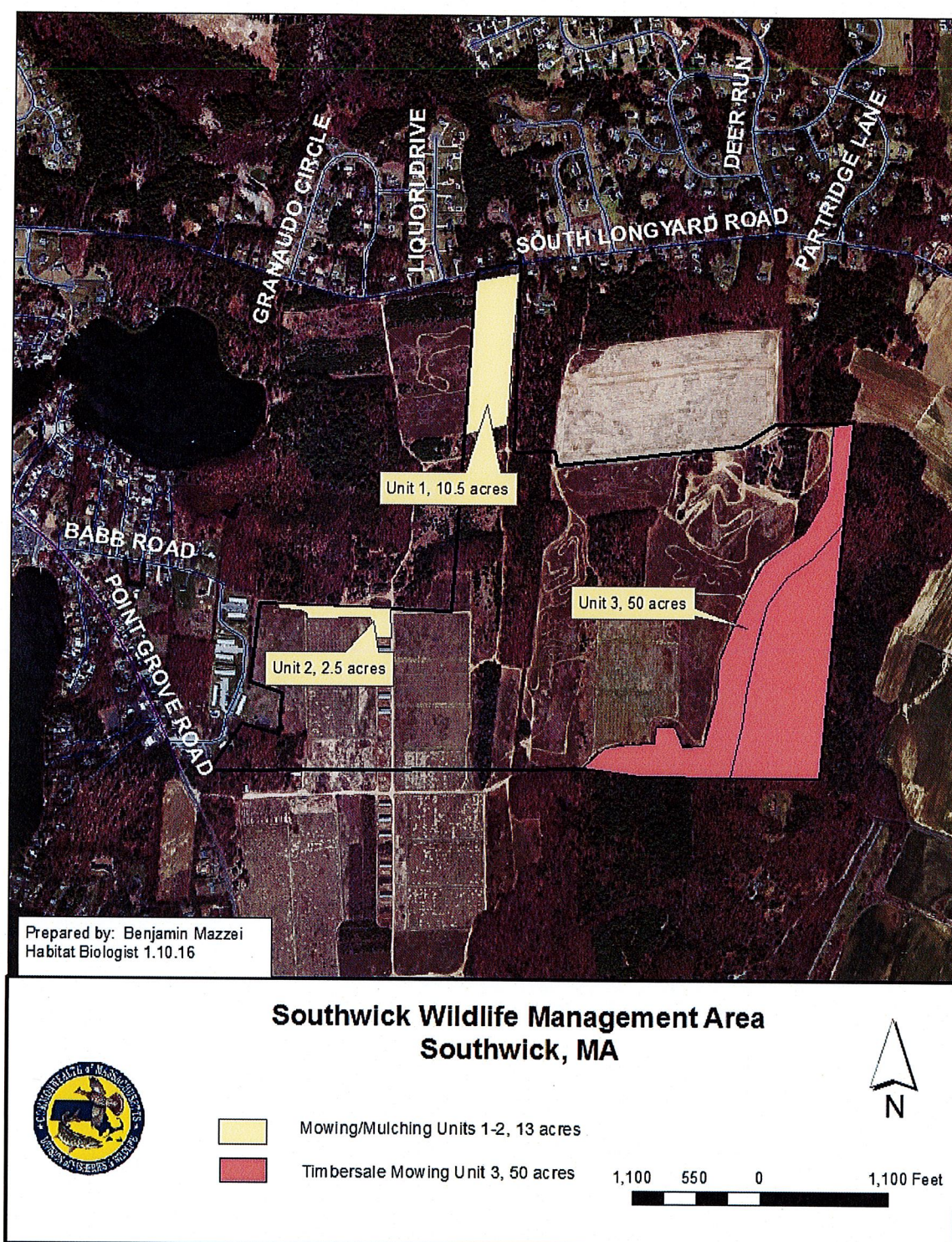
I hereby certify that I am the clerk of the _____

that _____ is duly elected _____

of said company, and that the above vote has not been amended or rescinded

and remains in full force and effect as of the date of this contract.

_____ Corporate Seal





CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RONALD L. WALKER, II
Secretary

WILLIAM D. MCKINNEY
Director

Awarding Authority: Division of Fisheries and Wildlife
Contract Number: DFW-2016-034 **City/Town:** SOUTHWICK
Description of Work: Southwick WMA Habitat Work - Project will include clearing and mulching of woody material, harrowing, small tree pulling and planting of native grasses.
Job Location: South Longyard Rd

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.75	\$7.45	\$11.86	\$0.00	\$49.06
	06/06/2016	\$30.44	\$7.45	\$11.86	\$0.00	\$49.75
	12/05/2016	\$31.12	\$7.45	\$11.86	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	06/01/2016	\$29.99	\$7.45	\$10.28	\$0.00	\$47.72
	12/01/2016	\$30.74	\$7.45	\$10.28	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$28.99	\$7.45	\$10.28	\$0.00	\$46.72
	06/01/2016	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	12/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.75	\$7.45	\$11.86	\$0.00	\$49.06
	06/06/2016	\$30.44	\$7.45	\$11.86	\$0.00	\$49.75
	12/05/2016	\$31.12	\$7.45	\$11.86	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	06/01/2016	\$29.99	\$7.45	\$10.28	\$0.00	\$47.72
	12/01/2016	\$30.74	\$7.45	\$10.28	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.05	\$6.97	\$10.54	\$0.00	\$44.56
2	65	\$27.05	\$6.97	\$10.54	\$0.00	\$44.56
3	70	\$29.13	\$6.97	\$11.35	\$0.00	\$47.45
4	75	\$31.22	\$6.97	\$12.16	\$0.00	\$50.35
5	80	\$33.30	\$6.97	\$12.97	\$0.00	\$53.24
6	85	\$35.38	\$6.97	\$13.78	\$0.00	\$56.13
7	90	\$37.46	\$6.97	\$14.59	\$0.00	\$59.02
8	95	\$39.54	\$6.97	\$15.40	\$0.00	\$61.91

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD PITTSFIELD)</i>	08/31/2015	\$38.36	\$10.18	\$16.73	\$0.00	\$65.27
	02/29/2016	\$38.36	\$10.18	\$17.30	\$0.00	\$65.84
	09/05/2016	\$39.26	\$10.18	\$17.38	\$0.00	\$66.82
	02/27/2017	\$39.83	\$10.18	\$17.38	\$0.00	\$67.39

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**Apprentice - BRICK PLASTER CEMENT MASON - Local 3 Springfield Pittsfield****Effective Date - 08/31/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$16.73	\$0.00	\$46.09
2	60	\$23.02	\$10.18	\$16.73	\$0.00	\$49.93
3	70	\$26.85	\$10.18	\$16.73	\$0.00	\$53.76
4	80	\$30.69	\$10.18	\$16.73	\$0.00	\$57.60
5	90	\$34.52	\$10.18	\$16.73	\$0.00	\$61.43

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$17.30	\$0.00	\$46.66
2	60	\$23.02	\$10.18	\$17.30	\$0.00	\$50.50
3	70	\$26.85	\$10.18	\$17.30	\$0.00	\$54.33
4	80	\$30.69	\$10.18	\$17.30	\$0.00	\$58.17
5	90	\$34.52	\$10.18	\$17.30	\$0.00	\$62.00

Notes:**Apprentice to Journeyworker Ratio:1:5**

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.45	\$7.45	\$13.75	\$0.00	\$57.65
	06/01/2016	\$37.20	\$7.45	\$13.75	\$0.00	\$58.40
	12/01/2016	\$38.20	\$7.45	\$13.75	\$0.00	\$59.40
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
CARPENTER CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE	08/31/2015	\$32.39	\$8.55	\$14.38	\$0.00	\$55.32
	02/29/2016	\$33.14	\$8.55	\$14.38	\$0.00	\$56.07

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - CARPENTER - Local 108 Hampden Hampshire

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.20	\$8.55	\$1.20	\$0.00	\$25.95
2	60	\$19.43	\$8.55	\$1.20	\$0.00	\$29.18
3	70	\$22.67	\$8.55	\$10.78	\$0.00	\$42.00
4	75	\$24.29	\$8.55	\$10.78	\$0.00	\$43.62
5	80	\$25.91	\$8.55	\$11.98	\$0.00	\$46.44
6	80	\$25.91	\$8.55	\$11.98	\$0.00	\$46.44
7	90	\$29.15	\$8.55	\$13.18	\$0.00	\$50.88
8	90	\$29.15	\$8.55	\$13.18	\$0.00	\$50.88

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.57	\$8.55	\$1.20	\$0.00	\$26.32
2	60	\$19.88	\$8.55	\$1.20	\$0.00	\$29.63
3	70	\$23.20	\$8.55	\$10.78	\$0.00	\$42.53
4	75	\$24.86	\$8.55	\$10.78	\$0.00	\$44.19
5	80	\$26.51	\$8.55	\$11.98	\$0.00	\$47.04
6	80	\$26.51	\$8.55	\$11.98	\$0.00	\$47.04
7	90	\$29.83	\$8.55	\$13.18	\$0.00	\$51.56
8	90	\$29.83	\$8.55	\$13.18	\$0.00	\$51.56

Notes: Pre-6/09 Step1\$25.50/2\$27.11/3\$42.36/4\$45.60/5\$48.84/6\$50.46

** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step

7\$52.08/8\$53.70

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (SPRINGFIELD PITTSFIELD)

01/01/2016 \$39.62 \$10.85 \$13.94 \$1.30 \$65.71

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;

1\$46.02/2\$53.40/3\$56.69/4\$59.98/5\$63.28/6\$66.57/7\$72.15

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR

LABORERS - ZONE 3 (BUILDING & SITE)

12/07/2015 \$29.25 \$7.45 \$11.86 \$0.00 \$48.56

06/06/2016 \$29.94 \$7.45 \$11.86 \$0.00 \$49.25

12/05/2016 \$30.62 \$7.45 \$11.86 \$0.00 \$49.93

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR

OPERATING ENGINEERS LOCAL 98

12/01/2015 \$32.44 \$10.18 \$11.74 \$0.00 \$54.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$36.47	\$10.18	\$11.74	\$0.00	\$58.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61
2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74
3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55
4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35
5	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62
6	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42
7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23
8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.23	\$7.85	\$0.00	\$0.00	\$33.08
2	55	\$27.75	\$7.85	\$3.66	\$0.00	\$39.26
3	60	\$30.28	\$7.85	\$3.99	\$0.00	\$42.12
4	65	\$32.80	\$7.85	\$4.32	\$0.00	\$44.97
5	70	\$35.32	\$7.85	\$14.11	\$0.00	\$57.28
6	75	\$37.85	\$7.85	\$14.44	\$0.00	\$60.14
7	80	\$40.37	\$7.85	\$14.77	\$0.00	\$62.99
8	90	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66

Apprentice - ELECTRICIAN - Local 7

Effective Date - 01/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.36	\$5.00	\$0.46	\$0.00	\$20.82
2	45	\$17.28	\$5.00	\$0.52	\$0.00	\$22.80
3	50	\$19.21	\$9.35	\$5.83	\$0.00	\$34.39
4	55	\$21.13	\$9.35	\$5.88	\$0.00	\$36.36
5	65	\$24.97	\$9.35	\$7.00	\$0.00	\$41.32
6	70	\$26.89	\$9.35	\$8.06	\$0.00	\$44.30

Effective Date - 07/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.72	\$5.00	\$0.47	\$0.00	\$21.19
2	45	\$17.69	\$5.00	\$0.53	\$0.00	\$23.22
3	50	\$19.66	\$9.35	\$5.84	\$0.00	\$34.85
4	55	\$21.62	\$9.35	\$5.90	\$0.00	\$36.87
5	65	\$25.55	\$9.35	\$7.02	\$0.00	\$41.92
6	70	\$27.52	\$9.35	\$8.08	\$0.00	\$44.95

Notes: Pre-5/31/11 Begins at Step 3 \$38.34/4\$40.32/5\$44.89/6\$47.05
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 41**Effective Date - 01/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.39	\$14.43	\$14.96	\$0.00	\$53.78
2	55	\$26.82	\$14.43	\$14.96	\$0.00	\$56.21
3	65	\$31.70	\$14.43	\$14.96	\$0.00	\$61.09
4	70	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
5	80	\$39.02	\$14.43	\$14.96	\$0.00	\$68.41

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$15.28	\$15.71	\$0.00	\$55.94
2	55	\$27.45	\$15.28	\$15.71	\$0.00	\$58.44
3	65	\$32.44	\$15.28	\$15.71	\$0.00	\$63.43
4	70	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
5	80	\$39.92	\$15.28	\$15.71	\$0.00	\$70.91

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2016	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$28.99	\$7.45	\$10.28	\$0.00	\$46.72
	06/01/2016	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	12/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 7</i>	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - OPERATING ENGINEERS - Local 98 Class 3							
Effective Date - 12/01/2015							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$19.46	\$10.18	\$11.74	\$0.00	\$41.38	
2	70	\$22.71	\$10.18	\$11.74	\$0.00	\$44.63	
3	80	\$25.95	\$10.18	\$11.74	\$0.00	\$47.87	
4	90	\$29.20	\$10.18	\$11.74	\$0.00	\$51.12	
Notes:							
Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.							
Apprentice to Journeyworker Ratio:1:6							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)							
<i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>		12/01/2015	\$20.50	\$7.45	\$10.28	\$0.00	\$38.23
		06/01/2016	\$20.50	\$7.45	\$10.28	\$0.00	\$38.23
		12/01/2016	\$20.50	\$7.45	\$10.28	\$0.00	\$38.23
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FLOORCOVERER							
<i>FLOORCOVERERS LOCAL 2168 ZONE III</i>		09/01/2015	\$32.39	\$8.55	\$14.33	\$0.00	\$55.27
Apprentice - FLOORCOVERER - Local 2168 Zone III							
Effective Date - 09/01/2015							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$16.20	\$8.55	\$1.20	\$0.00	\$25.95	
2	55	\$17.81	\$8.55	\$1.20	\$0.00	\$27.56	
3	60	\$19.43	\$8.55	\$10.73	\$0.00	\$38.71	
4	65	\$21.05	\$8.55	\$10.73	\$0.00	\$40.33	
5	70	\$22.67	\$8.55	\$11.93	\$0.00	\$43.15	
6	75	\$24.29	\$8.55	\$11.93	\$0.00	\$44.77	
7	80	\$25.91	\$8.55	\$13.13	\$0.00	\$47.59	
8	85	\$27.53	\$8.55	\$13.13	\$0.00	\$49.21	
Notes:							
Steps are 750 hrs.							
Apprentice to Journeyworker Ratio:1:1							
FORK LIFT							
<i>OPERATING ENGINEERS LOCAL 98</i>		12/01/2015	\$32.66	\$10.18	\$11.74	\$0.00	\$54.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATORS/LIGHTING PLANTS							
<i>OPERATING ENGINEERS LOCAL 98</i>		12/01/2015	\$29.21	\$10.18	\$11.74	\$0.00	\$51.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)							
<i>GLAZIERS LOCAL 1333</i>		06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
		06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94	\$32.89	\$10.25	\$8.00	\$0.00	\$51.14

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.79	\$10.70	\$1.00	\$0.00	\$29.49
2	56	\$20.01	\$10.70	\$1.00	\$0.00	\$31.71
3	63	\$22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69	\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
5	75	\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	81	\$28.91	\$10.70	\$2.00	\$0.00	\$41.61
7	88	\$31.13	\$10.70	\$8.00	\$0.00	\$49.83
8	94	\$33.36	\$10.70	\$8.00	\$0.00	\$52.06

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2016	\$31.57	\$10.54	\$14.86	\$1.70	\$58.67
	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	01/01/2016	\$31.57	\$10.54	\$14.86	\$1.70	\$58.67
	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2015	\$37.56	\$8.30	\$14.90	\$0.00	\$60.76
	03/17/2016	\$38.26	\$8.45	\$15.05	\$0.00	\$61.76
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2015	\$37.56	\$8.30	\$14.90	\$0.00	\$60.76
	03/17/2016	\$38.26	\$8.45	\$15.05	\$0.00	\$61.76
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	06/01/2016	\$29.99	\$7.45	\$10.28	\$0.00	\$47.72
	12/01/2016	\$30.74	\$7.45	\$10.28	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2015	\$35.05	\$11.50	\$13.80	\$0.00	\$60.35
	09/01/2016	\$36.65	\$11.50	\$13.80	\$0.00	\$61.95
	09/01/2017	\$38.25	\$11.50	\$13.80	\$0.00	\$63.55
	09/01/2018	\$40.05	\$11.50	\$13.80	\$0.00	\$65.35
	09/01/2019	\$42.05	\$11.50	\$13.80	\$0.00	\$67.35

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.53	\$11.50	\$10.05	\$0.00	\$39.08
2	60	\$21.03	\$11.50	\$10.80	\$0.00	\$43.33
3	70	\$24.54	\$11.50	\$11.55	\$0.00	\$47.59
4	80	\$28.04	\$11.50	\$12.30	\$0.00	\$51.84

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.33	\$11.50	\$10.05	\$0.00	\$39.88
2	60	\$21.99	\$11.50	\$10.80	\$0.00	\$44.29
3	70	\$25.66	\$11.50	\$11.55	\$0.00	\$48.71
4	80	\$29.32	\$11.50	\$12.30	\$0.00	\$53.12

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	09/16/2015	\$30.44	\$7.80	\$19.60	\$0.00	\$57.84
	03/16/2016	\$31.09	\$7.80	\$19.60	\$0.00	\$58.49
	09/16/2016	\$31.74	\$7.80	\$19.60	\$0.00	\$59.14
	03/16/2017	\$32.39	\$7.80	\$19.60	\$0.00	\$59.79

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.26	\$7.80	\$19.60	\$0.00	\$45.66
2	70	\$21.31	\$7.80	\$19.60	\$0.00	\$48.71
3	75	\$22.83	\$7.80	\$19.60	\$0.00	\$50.23
4	80	\$24.35	\$7.80	\$19.60	\$0.00	\$51.75
5	85	\$25.87	\$7.80	\$19.60	\$0.00	\$53.27
6	90	\$27.40	\$7.80	\$19.60	\$0.00	\$54.80

Effective Date - 03/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.65	\$7.80	\$19.60	\$0.00	\$46.05
2	70	\$21.76	\$7.80	\$19.60	\$0.00	\$49.16
3	75	\$23.32	\$7.80	\$19.60	\$0.00	\$50.72
4	80	\$24.87	\$7.80	\$19.60	\$0.00	\$52.27
5	85	\$26.43	\$7.80	\$19.60	\$0.00	\$53.83
6	90	\$27.98	\$7.80	\$19.60	\$0.00	\$55.38

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
LABORERS - ZONE 3 (BUILDING & SITE)	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
LABORER	12/07/2015	\$29.00	\$7.45	\$11.86	\$0.00	\$48.31
LABORERS - ZONE 3 (BUILDING & SITE)	06/06/2016	\$29.69	\$7.45	\$11.86	\$0.00	\$49.00
	12/05/2016	\$30.37	\$7.45	\$11.86	\$0.00	\$49.68

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/07/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.40	\$7.45	\$11.86	\$0.00	\$36.71
2	70	\$20.30	\$7.45	\$11.86	\$0.00	\$39.61
3	80	\$23.20	\$7.45	\$11.86	\$0.00	\$42.51
4	90	\$26.10	\$7.45	\$11.86	\$0.00	\$45.41

Effective Date - 06/06/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.81	\$7.45	\$11.86	\$0.00	\$37.12
2	70	\$20.78	\$7.45	\$11.86	\$0.00	\$40.09
3	80	\$23.75	\$7.45	\$11.86	\$0.00	\$43.06
4	90	\$26.72	\$7.45	\$11.86	\$0.00	\$46.03

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2015	\$28.74	\$7.45	\$10.28	\$0.00	\$46.47
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2016	\$29.24	\$7.45	\$10.28	\$0.00	\$46.97
	12/01/2016	\$29.99	\$7.45	\$10.28	\$0.00	\$47.72

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.24	\$7.45	\$10.28	\$0.00	\$34.97
2	70	\$20.12	\$7.45	\$10.28	\$0.00	\$37.85
3	80	\$22.99	\$7.45	\$10.28	\$0.00	\$40.72
4	90	\$25.87	\$7.45	\$10.28	\$0.00	\$43.60

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.54	\$7.45	\$10.28	\$0.00	\$35.27
2	70	\$20.47	\$7.45	\$10.28	\$0.00	\$38.20
3	80	\$23.39	\$7.45	\$10.28	\$0.00	\$41.12
4	90	\$26.32	\$7.45	\$10.28	\$0.00	\$44.05

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	12/07/2015	\$29.00	\$7.45	\$11.86	\$0.00	\$48.31
LABORERS - ZONE 3 (BUILDING & SITE)	06/06/2016	\$29.69	\$7.45	\$11.86	\$0.00	\$49.00
	12/05/2016	\$30.37	\$7.45	\$11.86	\$0.00	\$49.68

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.10	\$7.45	\$11.86	\$0.00	\$48.41
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$30.00	\$7.45	\$11.86	\$0.00	\$49.31
	06/06/2016	\$30.69	\$7.45	\$11.86	\$0.00	\$50.00
	12/05/2016	\$31.37	\$7.45	\$11.86	\$0.00	\$50.68
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$28.99	\$7.45	\$10.28	\$0.00	\$46.72
	06/01/2016	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	12/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.00	\$7.45	\$11.86	\$0.00	\$48.31
	06/06/2016	\$29.69	\$7.45	\$11.86	\$0.00	\$49.00
	12/05/2016	\$30.37	\$7.45	\$11.86	\$0.00	\$49.68
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.00	\$7.45	\$11.86	\$0.00	\$48.31
	06/06/2016	\$29.69	\$7.45	\$11.86	\$0.00	\$49.00
	12/05/2016	\$30.37	\$7.45	\$11.86	\$0.00	\$49.68
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$28.99	\$7.45	\$10.28	\$0.00	\$46.72
	06/01/2016	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	12/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR PITT) - MARBLE & TILE</i>	08/31/2015	\$31.76	\$10.18	\$16.41	\$0.00	\$58.35
	02/29/2016	\$31.76	\$10.18	\$16.98	\$0.00	\$58.92
	09/05/2016	\$32.67	\$10.18	\$17.05	\$0.00	\$59.90
	02/27/2017	\$33.24	\$10.18	\$17.05	\$0.00	\$60.47

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - *MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble Tile (Spr Pitt)*

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.41	\$0.00	\$42.47
2	60	\$19.06	\$10.18	\$16.41	\$0.00	\$45.65
3	70	\$22.23	\$10.18	\$16.41	\$0.00	\$48.82
4	80	\$25.41	\$10.18	\$16.41	\$0.00	\$52.00
5	90	\$28.58	\$10.18	\$16.41	\$0.00	\$55.17

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.98	\$0.00	\$43.04
2	60	\$19.06	\$10.18	\$16.98	\$0.00	\$46.22
3	70	\$22.23	\$10.18	\$16.98	\$0.00	\$49.39
4	80	\$25.41	\$10.18	\$16.98	\$0.00	\$52.57
5	90	\$28.58	\$10.18	\$16.98	\$0.00	\$55.74

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/31/2015	\$38.36	\$10.18	\$16.73	\$0.00	\$65.27
BRICKLAYERS LOCAL 3 (SPR PITT) - MARBLE & TILE	02/29/2016	\$38.36	\$10.18	\$17.30	\$0.00	\$65.84
	09/05/2016	\$39.26	\$10.18	\$17.38	\$0.00	\$66.82
	02/27/2017	\$39.83	\$10.18	\$17.38	\$0.00	\$67.39

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble Tile (Spr Pitt)

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$16.73	\$0.00	\$46.09
2	60	\$23.02	\$10.18	\$16.73	\$0.00	\$49.93
3	70	\$26.85	\$10.18	\$16.73	\$0.00	\$53.76
4	80	\$30.69	\$10.18	\$16.73	\$0.00	\$57.60
5	90	\$34.52	\$10.18	\$16.73	\$0.00	\$61.43

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$17.30	\$0.00	\$46.66
2	60	\$23.02	\$10.18	\$17.30	\$0.00	\$50.50
3	70	\$26.85	\$10.18	\$17.30	\$0.00	\$54.33
4	80	\$30.69	\$10.18	\$17.30	\$0.00	\$58.17
5	90	\$34.52	\$10.18	\$17.30	\$0.00	\$62.00

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2015	\$33.13	\$9.80	\$16.21	\$0.00	\$59.14

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.22	\$9.80	\$4.48	\$0.00	\$32.50
2	65	\$21.53	\$9.80	\$13.36	\$0.00	\$44.69
3	75	\$24.85	\$9.80	\$14.18	\$0.00	\$48.83
4	85	\$28.16	\$9.80	\$14.99	\$0.00	\$52.95

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 3 (BUILDING & SITE)	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$28.13	\$10.18	\$11.74	\$0.00	\$50.05
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$26.15	\$10.18	\$11.74	\$0.00	\$48.07
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
Painter (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61
2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74
3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55
4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35
5	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62
6	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42
7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23
8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.23	\$7.85	\$0.00	\$0.00	\$33.08
2	55	\$27.75	\$7.85	\$3.66	\$0.00	\$39.26
3	60	\$30.28	\$7.85	\$3.99	\$0.00	\$42.12
4	65	\$32.80	\$7.85	\$4.32	\$0.00	\$44.97
5	70	\$35.32	\$7.85	\$14.11	\$0.00	\$57.28
6	75	\$37.85	\$7.85	\$14.44	\$0.00	\$60.14
7	80	\$40.37	\$7.85	\$14.77	\$0.00	\$62.99
8	90	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2016	\$32.93	\$7.85	\$12.30	\$0.00	\$53.08
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2016	\$33.78	\$7.85	\$12.30	\$0.00	\$53.93
	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray Sandblast - New

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.47	\$7.85	\$0.00	\$0.00	\$24.32
2	55	\$18.11	\$7.85	\$1.57	\$0.00	\$27.53
3	60	\$19.76	\$7.85	\$1.71	\$0.00	\$29.32
4	65	\$21.40	\$7.85	\$1.85	\$0.00	\$31.10
5	70	\$23.05	\$7.85	\$11.45	\$0.00	\$42.35
6	75	\$24.70	\$7.85	\$11.59	\$0.00	\$44.14
7	80	\$26.34	\$7.85	\$11.73	\$0.00	\$45.92
8	90	\$29.64	\$7.85	\$12.02	\$0.00	\$49.51

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.89	\$7.85	\$0.00	\$0.00	\$24.74
2	55	\$18.58	\$7.85	\$1.57	\$0.00	\$28.00
3	60	\$20.27	\$7.85	\$1.71	\$0.00	\$29.83
4	65	\$21.96	\$7.85	\$1.85	\$0.00	\$31.66
5	70	\$23.65	\$7.85	\$11.45	\$0.00	\$42.95
6	75	\$25.34	\$7.85	\$11.59	\$0.00	\$44.78
7	80	\$27.02	\$7.85	\$11.73	\$0.00	\$46.60
8	90	\$30.40	\$7.85	\$12.02	\$0.00	\$50.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2016	\$30.25	\$7.85	\$12.30	\$0.00	\$50.40
PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$31.11	\$7.85	\$12.30	\$0.00	\$51.26
	01/01/2017	\$32.00	\$7.85	\$12.30	\$0.00	\$52.15

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - PAINTER Local 35 Zone 3 - Spray Sandblast - Repaint

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.13	\$7.85	\$0.00	\$0.00	\$22.98
2	55	\$16.64	\$7.85	\$1.57	\$0.00	\$26.06
3	60	\$18.15	\$7.85	\$1.71	\$0.00	\$27.71
4	65	\$19.66	\$7.85	\$1.85	\$0.00	\$29.36
5	70	\$21.18	\$7.85	\$11.45	\$0.00	\$40.48
6	75	\$22.69	\$7.85	\$11.59	\$0.00	\$42.13
7	80	\$24.20	\$7.85	\$11.73	\$0.00	\$43.78
8	90	\$27.23	\$7.85	\$12.02	\$0.00	\$47.10

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.56	\$7.85	\$0.00	\$0.00	\$23.41
2	55	\$17.11	\$7.85	\$1.57	\$0.00	\$26.53
3	60	\$18.67	\$7.85	\$1.71	\$0.00	\$28.23
4	65	\$20.22	\$7.85	\$1.85	\$0.00	\$29.92
5	70	\$21.78	\$7.85	\$11.45	\$0.00	\$41.08
6	75	\$23.33	\$7.85	\$11.59	\$0.00	\$42.77
7	80	\$24.89	\$7.85	\$11.73	\$0.00	\$44.47
8	90	\$28.00	\$7.85	\$12.02	\$0.00	\$47.87

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2016	\$31.53	\$7.85	\$12.30	\$0.00	\$51.68
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$32.38	\$7.85	\$12.30	\$0.00	\$52.53
	01/01/2017	\$33.28	\$7.85	\$12.30	\$0.00	\$53.43

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.77	\$7.85	\$0.00	\$0.00	\$23.62
2	55	\$17.34	\$7.85	\$1.57	\$0.00	\$26.76
3	60	\$18.92	\$7.85	\$1.71	\$0.00	\$28.48
4	65	\$20.49	\$7.85	\$1.85	\$0.00	\$30.19
5	70	\$22.07	\$7.85	\$1.45	\$0.00	\$41.37
6	75	\$23.65	\$7.85	\$1.59	\$0.00	\$43.09
7	80	\$25.22	\$7.85	\$1.73	\$0.00	\$44.80
8	90	\$28.38	\$7.85	\$12.02	\$0.00	\$48.25

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.19	\$7.85	\$0.00	\$0.00	\$24.04
2	55	\$17.81	\$7.85	\$1.57	\$0.00	\$27.23
3	60	\$19.43	\$7.85	\$1.71	\$0.00	\$28.99
4	65	\$21.05	\$7.85	\$1.85	\$0.00	\$30.75
5	70	\$22.67	\$7.85	\$1.45	\$0.00	\$41.97
6	75	\$24.29	\$7.85	\$1.59	\$0.00	\$43.73
7	80	\$25.90	\$7.85	\$1.73	\$0.00	\$45.48
8	90	\$29.14	\$7.85	\$12.02	\$0.00	\$49.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2016	\$28.85	\$7.85	\$12.30	\$0.00	\$49.00
PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$29.70	\$7.85	\$12.30	\$0.00	\$49.85
	01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT**Effective Date - 01/01/2016**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.43	\$7.85	\$0.00	\$0.00	\$22.28
2	55	\$15.87	\$7.85	\$1.57	\$0.00	\$25.29
3	60	\$17.31	\$7.85	\$1.71	\$0.00	\$26.87
4	65	\$18.75	\$7.85	\$1.85	\$0.00	\$28.45
5	70	\$20.20	\$7.85	\$1.45	\$0.00	\$39.50
6	75	\$21.64	\$7.85	\$1.59	\$0.00	\$41.08
7	80	\$23.08	\$7.85	\$1.73	\$0.00	\$42.66
8	90	\$25.97	\$7.85	\$12.02	\$0.00	\$45.84

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.85	\$7.85	\$0.00	\$0.00	\$22.70
2	55	\$16.34	\$7.85	\$1.57	\$0.00	\$25.76
3	60	\$17.82	\$7.85	\$1.71	\$0.00	\$27.38
4	65	\$19.31	\$7.85	\$1.85	\$0.00	\$29.01
5	70	\$20.79	\$7.85	\$1.45	\$0.00	\$40.09
6	75	\$22.28	\$7.85	\$1.59	\$0.00	\$41.72
7	80	\$23.76	\$7.85	\$1.73	\$0.00	\$43.34
8	90	\$26.73	\$7.85	\$12.02	\$0.00	\$46.60

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2015	\$28.74	\$7.45	\$10.28	\$0.00	\$46.47
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2016	\$29.24	\$7.45	\$10.28	\$0.00	\$46.97
	12/01/2016	\$29.99	\$7.45	\$10.28	\$0.00	\$47.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
PILE DRIVER LOCAL 56 (ZONE 3)						
PILE DRIVER	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
PILE DRIVER LOCAL 56 (ZONE 3)						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 3**Effective Date - 08/31/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps:

(Same as set in Zone 1)

1\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87

Apprentice to Journeyworker Ratio:1:3

PIPELAYER	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
LABORERS - ZONE 3 (BUILDING & SITE)	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	12/01/2015	\$28.99	\$7.45	\$10.28	\$0.00	\$46.72
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2016	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	12/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER	09/17/2015	\$37.56	\$8.30	\$14.90	\$0.00	\$60.76
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2016	\$38.26	\$8.45	\$15.05	\$0.00	\$61.76

Apprentice - PLUMBER/PIPEFITTER - Local 104**Effective Date - 09/17/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.90	\$8.30	\$8.90	\$0.00	\$34.10
2	50	\$18.78	\$8.30	\$8.90	\$0.00	\$35.98
3	60	\$22.54	\$8.30	\$8.90	\$0.00	\$39.74
4	70	\$26.29	\$8.30	\$8.90	\$0.00	\$43.49
5	80	\$30.05	\$8.30	\$14.90	\$0.00	\$53.25

Effective Date - 03/17/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.22	\$8.45	\$9.05	\$0.00	\$34.72
2	50	\$19.13	\$8.45	\$9.05	\$0.00	\$36.63
3	60	\$22.96	\$8.45	\$9.05	\$0.00	\$40.46
4	70	\$26.78	\$8.45	\$9.05	\$0.00	\$44.28
5	80	\$30.61	\$8.45	\$15.05	\$0.00	\$54.11

Notes:

Steps are 2000 hrs.

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.)	09/17/2015	\$37.56	\$8.30	\$14.90	\$0.00	\$60.76
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2016	\$38.26	\$8.45	\$15.05	\$0.00	\$61.76

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2015	\$28.99	\$7.45	\$10.28	\$0.00	\$46.72
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2016	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	12/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER	12/07/2015	\$30.00	\$7.45	\$11.86	\$0.00	\$49.31
LABORERS - ZONE 3 (BUILDING & SITE)	06/06/2016	\$30.69	\$7.45	\$11.86	\$0.00	\$50.00
	12/05/2016	\$31.37	\$7.45	\$11.86	\$0.00	\$50.68
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2015	\$29.74	\$7.45	\$10.28	\$0.00	\$47.47
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
	12/01/2016	\$30.99	\$7.45	\$10.28	\$0.00	\$48.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE)	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	05/01/2015	\$20.78	\$9.92	\$9.09	\$0.00	\$39.79
TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RESIDENTIAL WOOD FRAME CARPENTER **	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36
CARPENTERS LOCAL 108 - HAMPSHIRE						
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - 108 Hampden Hampshire**Effective Date - 08/31/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.64	\$7.20	\$0.00	\$0.00	\$22.84
2	60	\$15.64	\$7.20	\$5.35	\$0.00	\$28.19
3	65	\$16.94	\$7.20	\$5.35	\$0.00	\$29.49
4	70	\$18.24	\$7.20	\$5.35	\$0.00	\$30.79
5	75	\$19.55	\$7.20	\$5.35	\$0.00	\$32.10
6	80	\$20.85	\$7.20	\$5.35	\$0.00	\$33.40
7	85	\$22.15	\$7.20	\$5.35	\$0.00	\$34.70
8	90	\$23.45	\$7.20	\$5.35	\$0.00	\$36.00

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.09	\$7.20	\$0.00	\$0.00	\$23.29
2	60	\$16.09	\$7.20	\$5.35	\$0.00	\$28.64
3	65	\$17.43	\$7.20	\$5.35	\$0.00	\$29.98
4	70	\$18.77	\$7.20	\$5.35	\$0.00	\$31.32
5	75	\$20.11	\$7.20	\$5.35	\$0.00	\$32.66
6	80	\$21.45	\$7.20	\$5.35	\$0.00	\$34.00
7	85	\$22.79	\$7.20	\$5.35	\$0.00	\$35.34
8	90	\$24.13	\$7.20	\$5.35	\$0.00	\$36.68

Notes:

** 1: 1-5, 2: 6-8, 3: 9-11

Apprentice to Journeyworker Ratio:**RIDE-ON MOTORIZED BUGGY OPERATOR
LABORERS - ZONE 3 (BUILDING & SITE)

12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

ROLLER OPERATOR
OPERATING ENGINEERS LOCAL 98

12/01/2015	\$31.83	\$10.18	\$11.74	\$0.00	\$53.75
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Coal tar pitch)
ROOFERS LOCAL 248

07/16/2015	\$29.75	\$9.00	\$13.25	\$0.00	\$52.00
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For apprentice rates see "Apprentice- ROOFER"

ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofg)
ROOFERS LOCAL 248

07/16/2015	\$29.25	\$9.00	\$12.75	\$0.00	\$51.00
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Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.55	\$9.00	\$0.00	\$0.00	\$26.55
2	65	\$19.01	\$9.00	\$12.75	\$0.00	\$40.76
3	70	\$20.48	\$9.00	\$12.75	\$0.00	\$42.23
4	75	\$21.94	\$9.00	\$12.75	\$0.00	\$43.69
5	80	\$23.40	\$9.00	\$12.75	\$0.00	\$45.15
6	85	\$24.86	\$9.00	\$12.75	\$0.00	\$46.61
7	90	\$26.33	\$9.00	\$12.75	\$0.00	\$48.08
8	95	\$27.79	\$9.00	\$12.75	\$0.00	\$49.54

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2015	\$29.75	\$9.00	\$13.25	\$0.00	\$52.00
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2015	\$31.83	\$10.18	\$11.74	\$0.00	\$53.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2015	\$29.21	\$10.18	\$11.74	\$0.00	\$51.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2016	\$31.57	\$10.54	\$14.86	\$1.70	\$58.67
	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63
Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.21	\$6.21	\$4.08	\$0.00	\$24.50
2	50	\$15.79	\$6.55	\$4.53	\$0.00	\$26.87
3	55	\$17.36	\$6.89	\$8.15	\$0.97	\$33.37
4	60	\$18.94	\$7.22	\$8.15	\$1.03	\$35.34
5	65	\$20.52	\$7.55	\$8.15	\$1.09	\$37.31
6	70	\$22.10	\$7.88	\$8.15	\$1.14	\$39.27
7	75	\$23.68	\$8.22	\$8.15	\$1.20	\$41.25
8	80	\$25.26	\$9.30	\$13.95	\$1.46	\$49.97
9	85	\$26.83	\$9.64	\$13.95	\$1.51	\$51.93
10	90	\$28.41	\$9.98	\$13.95	\$1.57	\$53.91

Notes:
Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 3	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Apprentice - SIGN ERECTOR - Local 35 Zone 3
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2016	\$38.01	\$8.52	\$12.13	\$0.00	\$58.66

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.10	\$7.45	\$0.00	\$0.00	\$24.55
2	50	\$19.01	\$7.45	\$0.00	\$0.00	\$26.46
3	55	\$20.91	\$8.52	\$6.30	\$0.00	\$35.73
4	60	\$22.81	\$8.52	\$6.30	\$0.00	\$37.63
5	65	\$24.71	\$8.52	\$6.55	\$0.00	\$39.78
6	70	\$26.61	\$8.52	\$6.55	\$0.00	\$41.68
7	75	\$28.51	\$8.52	\$6.55	\$0.00	\$43.58
8	80	\$30.41	\$8.52	\$6.55	\$0.00	\$45.48
9	85	\$32.31	\$8.52	\$6.55	\$0.00	\$47.38
10	90	\$34.21	\$8.52	\$6.55	\$0.00	\$49.28

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 01/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.36	\$5.00	\$0.46	\$0.00	\$20.82
2	45	\$17.28	\$5.00	\$0.52	\$0.00	\$22.80
3	50	\$19.21	\$9.35	\$5.83	\$0.00	\$34.39
4	55	\$21.13	\$9.35	\$5.88	\$0.00	\$36.36
5	65	\$24.97	\$9.35	\$7.00	\$0.00	\$41.32
6	70	\$26.89	\$9.35	\$8.06	\$0.00	\$44.30

Effective Date - 07/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.72	\$5.00	\$0.47	\$0.00	\$21.19
2	45	\$17.69	\$5.00	\$0.53	\$0.00	\$23.22
3	50	\$19.66	\$9.35	\$5.84	\$0.00	\$34.85
4	55	\$21.62	\$9.35	\$5.90	\$0.00	\$36.87
5	65	\$25.55	\$9.35	\$7.02	\$0.00	\$41.92
6	70	\$27.52	\$9.35	\$8.08	\$0.00	\$44.95

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/31/2015	\$31.76	\$10.18	\$16.41	\$0.00	\$58.35
BRICKLAYERS LOCAL 3 (SPR PITT) - MARBLE & TILE	02/29/2016	\$31.76	\$10.18	\$16.98	\$0.00	\$58.92
	09/05/2016	\$32.67	\$10.18	\$17.05	\$0.00	\$59.90
	02/27/2017	\$33.24	\$10.18	\$17.05	\$0.00	\$60.47

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble Tile (Spr Pitt)**Effective Date - 08/31/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.41	\$0.00	\$42.47
2	60	\$19.06	\$10.18	\$16.41	\$0.00	\$45.65
3	70	\$22.23	\$10.18	\$16.41	\$0.00	\$48.82
4	80	\$25.41	\$10.18	\$16.41	\$0.00	\$52.00
5	90	\$28.58	\$10.18	\$16.41	\$0.00	\$55.17

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.98	\$0.00	\$43.04
2	60	\$19.06	\$10.18	\$16.98	\$0.00	\$46.22
3	70	\$22.23	\$10.18	\$16.98	\$0.00	\$49.39
4	80	\$25.41	\$10.18	\$16.98	\$0.00	\$52.57
5	90	\$28.58	\$10.18	\$16.98	\$0.00	\$55.74

Notes:**Apprentice to Journeyworker Ratio:1:5**

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$36.70	\$7.45	\$13.75	\$0.00	\$57.90
	06/01/2016	\$37.45	\$7.45	\$13.75	\$0.00	\$58.65
	12/01/2016	\$38.45	\$7.45	\$13.75	\$0.00	\$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.42	\$7.45	\$13.75	\$0.00	\$56.62
	06/01/2016	\$36.17	\$7.45	\$13.75	\$0.00	\$57.37
	12/01/2016	\$37.17	\$7.45	\$13.75	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$31.83	\$10.18	\$11.74	\$0.00	\$53.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
	06/01/2016	\$48.33	\$7.45	\$14.15	\$0.00	\$69.93
	12/01/2016	\$49.33	\$7.45	\$14.15	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2015	\$49.58	\$7.45	\$14.15	\$0.00	\$71.18
	06/01/2016	\$50.33	\$7.45	\$14.15	\$0.00	\$71.93
	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2015	\$39.65	\$7.45	\$14.15	\$0.00	\$61.25
	06/01/2016	\$40.40	\$7.45	\$14.15	\$0.00	\$62.00
	12/01/2016	\$41.40	\$7.45	\$14.15	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
	06/01/2016	\$42.40	\$7.45	\$14.15	\$0.00	\$64.00
	12/01/2016	\$43.40	\$7.45	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/07/2015	\$29.25	\$7.45	\$11.86	\$0.00	\$48.56
	06/06/2016	\$29.94	\$7.45	\$11.86	\$0.00	\$49.25
	12/05/2016	\$30.62	\$7.45	\$11.86	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2015	\$28.99	\$7.45	\$10.28	\$0.00	\$46.72
	06/01/2016	\$29.49	\$7.45	\$10.28	\$0.00	\$47.22
	12/01/2016	\$30.24	\$7.45	\$10.28	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	06/17/2015	\$37.56	\$8.30	\$14.90	\$0.00	\$60.76
	03/17/2016	\$38.26	\$8.45	\$15.05	\$0.00	\$61.76
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Rental of Equipment - West						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	06/01/2016	\$32.15	\$10.41	\$0.00	\$0.00	\$42.56
	08/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	06/01/2016	\$32.22	\$10.41	\$0.00	\$0.00	\$42.63
	08/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	06/01/2016	\$32.34	\$10.41	\$0.00	\$0.00	\$42.75
	08/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.97	\$10.18	\$0.00	\$0.00	\$43.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.44	\$10.18	\$0.00	\$0.00	\$42.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$32.97	\$10.18	\$0.00	\$0.00	\$43.15
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$32.44	\$10.18	\$0.00	\$0.00	\$42.62
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$36.47	\$10.18	\$0.00	\$0.00	\$46.65
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$0.00	\$0.00	\$52.90
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$0.00	\$0.00	\$74.45
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
FIREMAN OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.44	\$10.18	\$0.00	\$0.00	\$42.62

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.46	\$10.18	\$0.00	\$0.00	\$29.64
2	70	\$22.71	\$10.18	\$0.00	\$0.00	\$32.89
3	80	\$25.95	\$10.18	\$0.00	\$0.00	\$36.13
4	90	\$29.20	\$10.18	\$0.00	\$0.00	\$39.38

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2015	\$20.50	\$7.45	\$0.00	\$0.00	\$27.95
	06/01/2016	\$20.50	\$7.45	\$0.00	\$0.00	\$27.95
	12/01/2016	\$20.50	\$7.45	\$0.00	\$0.00	\$27.95
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FORK LIFT/CHERRY PICKER 27F WEST OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$32.66	\$10.18	\$0.00	\$0.00	\$42.84
GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$29.21	\$10.18	\$0.00	\$0.00	\$39.39
GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$32.97	\$10.18	\$0.00	\$0.00	\$43.15
LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/07/2015	\$29.00	\$7.45	\$0.00	\$0.00	\$36.45
	06/06/2016	\$29.69	\$7.45	\$0.00	\$0.00	\$37.14
	12/05/2016	\$30.37	\$7.45	\$0.00	\$0.00	\$37.82

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - LABORER - Zone 3 Building & Site
Effective Date - 12/07/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.40	\$7.45	\$0.00	\$0.00	\$24.85
2	70	\$20.30	\$7.45	\$0.00	\$0.00	\$27.75
3	80	\$23.20	\$7.45	\$0.00	\$0.00	\$30.65
4	90	\$26.10	\$7.45	\$0.00	\$0.00	\$33.55

Effective Date - 06/06/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.81	\$7.45	\$0.00	\$0.00	\$25.26
2	70	\$20.78	\$7.45	\$0.00	\$0.00	\$28.23
3	80	\$23.75	\$7.45	\$0.00	\$0.00	\$31.20
4	90	\$26.72	\$7.45	\$0.00	\$0.00	\$34.17

Notes:
Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2015	\$28.74	\$7.45	\$0.00	\$0.00	\$36.19
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2016	\$29.24	\$7.45	\$0.00	\$0.00	\$36.69
	12/01/2016	\$29.99	\$7.45	\$0.00	\$0.00	\$37.44

Apprentice - LABORER (Heavy & Highway) - Zone 3
Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.24	\$7.45	\$0.00	\$0.00	\$24.69
2	70	\$20.12	\$7.45	\$0.00	\$0.00	\$27.57
3	80	\$22.99	\$7.45	\$0.00	\$0.00	\$30.44
4	90	\$25.87	\$7.45	\$0.00	\$0.00	\$33.32

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.54	\$7.45	\$0.00	\$0.00	\$24.99
2	70	\$20.47	\$7.45	\$0.00	\$0.00	\$27.92
3	80	\$23.39	\$7.45	\$0.00	\$0.00	\$30.84
4	90	\$26.32	\$7.45	\$0.00	\$0.00	\$33.77

Notes:
Apprentice to Journeyworker Ratio:1:5

MECHANIC/WELDER/BOOM TRUCK	12/01/2015	\$32.44	\$10.18	\$0.00	\$0.00	\$42.62
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$28.13	\$10.18	\$0.00	\$0.00	\$38.31
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$26.15	\$10.18	\$0.00	\$0.00	\$36.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.97	\$10.18	\$0.00	\$0.00	\$43.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.44	\$10.18	\$0.00	\$0.00	\$42.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$31.83	\$10.18	\$0.00	\$0.00	\$42.01
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.44	\$10.18	\$0.00	\$0.00	\$42.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$29.21	\$10.18	\$0.00	\$0.00	\$39.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	06/01/2016	\$32.73	\$10.41	\$0.00	\$0.00	\$43.14
	08/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
	12/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$31.83	\$10.18	\$0.00	\$0.00	\$42.01
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	06/01/2016	\$33.02	\$10.41	\$0.00	\$0.00	\$43.43
	08/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
	12/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM: 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM: 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.